

**DEPARTMENT OF PERSONNEL ADMINISTRATION  
SUMMARY OF THE EXTENSION AGREEMENT FOR BARGAINING UNIT 7**

**Exclusive Employee Representative  
CAUSE Statewide Law Enforcement Association**

**Number of Employees:** Approximately 6,751 full-time equivalents

**I. Compensation**

***One-Time Bonus***

- Upon ratification, employees in Bargaining Unit 7 who are not eligible for the equity adjustments listed below will receive a one-time bonus of \$1,000.<sup>1</sup>

***Cost-of-Living Adjustments***

- Effective July 1, 2006, all employees will receive a 3.5 percent COLA.
- Effective July 1, 2007, all employees except Special Agent (DOJ), Fish and Game Warden, State Park Peace Officer, and Public Safety Dispatcher and Communications Operator classes will receive a COLA of 2-4 percent (actual amount to be based on the Consumer Price Index for the 12-month period from April 2006 through March 2007).

***Equity Adjustments***

- Effective July 1, 2006, salaries for Special Agent (DOJ), Fish and Game Warden, and State Park Peace Officer classes increase 6.5 percent. (*Attachment A*)
- Effective July 1, 2006, one step<sup>2</sup> will be added to pay ranges for Criminalist, Photo Electronic Specialist, Latent Print Analyst, and Questioned Document Examiner classes, pursuant to the original 2005-2007 agreement. (Funding for this increase was previously approved as part of that agreement.) (*Attachment A*)
- Effective Jan. 1, 2007, one step will be added to pay ranges for all Unit 7 Peace Officer classes, pursuant to the original 2005-2007 agreement. (Funding for this increase was previously approved as part of that agreement.)
- Effective Jan. 1, 2007, salaries for Public Safety Dispatcher and Communications Operator classes will increase 6.5 percent. (*Attachment A*)
- Effective July 1, 2007, one step will be added to pay ranges for Criminalist, Photo Electronic Specialist, Latent Print Analyst, and Questioned Document Examiner classes. (*Attachment B*)
- Effective July 1, 2007, two steps will be added to pay ranges for Public Safety Dispatcher and Communications Operator classes. (*Attachment B*)
- Effective Jan. 1, 2008, two steps will be added to pay ranges for Special Agents, Fish and Game Wardens, and State Park Peace Officer classes. (*Attachment C*)
- Effective Jan. 1, 2008, one step will be added to pay ranges for all Unit 7 Peace Officer/Firefighter classes except Special Agent (DOJ), Fish and Game Warden, and State Park Peace Officer classes.

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<sup>1</sup> The one-time payment does not apply to Program Representatives at the Bureau of Automotive Repair, who received a 5 percent step increase Jan. 1, 2006, pursuant to original 2005-07 agreement.

<sup>2</sup> One step equates to a 5 percent salary increase; employees are eligible to move up one step in 12 months.

## **II. Health**

- Effective Jan. 1, 2007, the State's contribution to employee health premiums will be reduced to a fixed dollar amount that equals the "80/80 formula" (80 percent of the weighted average premium of the four plans with the highest employee enrollment; 80 percent for dependent coverage). On Jan. 1, 2008, the State will adjust its contribution so the dollar amount continues to equal the 80/80 formula.

## **III. Retirement**

- For employees hired on or after Jan. 1, 2007, in non-Peace Officer classes, retirement benefits will be based on the highest consecutive-three-year average salary.

## **IV. Other**

### ***Mileage Reimbursement***

- Employees authorized to use a privately owned vehicle on State business will be entitled to claim mileage reimbursement at the federal standard mileage rate. The federal standard mileage rate is currently 44.5 cents per mile.

## **V. Duration**

- The term of the original agreement was July 1, 2005, through June 30, 2007. With this extension, the agreement will run through June 30, 2008.

## **Attachment A**

Effective July 1, 2006, the following classes receive a salary increase of 6.5 percent:

8005	Fish and Game Patrol Lieutenant
8421	Fish and Game Warden, Dept. of Fish and Game
8486	Fish and Game Warden, Cadet
8482	Special Agent, DOJ
8524	Special Agent Supervisor, DOJ
8514	Special Agent Trainee, DOJ
0983	State Park Ranger
1915	State Park Ranger Cadet
1916	State Park Cadet (Lifeguard)
0992	Lifeguard <sup>3</sup>

Effective July 1, 2006, the top salary for the following classes is raised 5 percent (by adding a step to the current pay ranges). To advance to the next step, employees must be at their current step for at least 12 qualifying pay periods (as defined in DPA Rules 599.682(b) and 599.687).

6919	Photo Electronic Specialist, Dept. of Justice
6921	Senior Photo Electronics Specialist, Dept. of Justice
8460	Latent Print Analyst I
8472	Latent Print Analyst II
8466	Criminalist
8478	Senior Criminalist
8474	Questioned Document Examiner I
8475	Questioned Document Examiner II

Effective January 1, 2007, the following classes receive a salary increase of 6.5 percent:

1664	Public Safety Dispatcher I, CHP
1663	Public Safety Dispatcher II, CHP
1670	Communications Operator, Dept. of Parks and Recreation

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<sup>3</sup> Refers to permanent class in which incumbents are trained and designated as sworn State park peace officers.

## **Attachment B**

Effective July 1, 2007, the top salary for the following classes will be raised 5 percent (by adding a step to the current pay ranges). To advance to the next step, employees must be at their current step for at least 12 qualifying pay periods (as defined in DPA Rules 599.682(b) and 599.687.)

6919	Photo Electronic Specialist, Dept. of Justice
6921	Senior Photo Electronics Specialist, Dept. of Justice
8460	Latent Print Analyst I
8472	Latent Print Analyst II
8466	Criminalist
8478	Senior Criminalist
8474	Questioned Document Examiner I
8475	Questioned Document Examiner II

Effective July 1, 2007, the top salary for the following classes will be raised 10 percent (by adding two steps to the current pay ranges). To advance to the next step, employees must be at their current step for at least 12 qualifying pay periods (as defined in DPA Rules 599.682(b) and 599.687.)

1664	Public Safety Dispatcher I, CHP
1663	Public Safety Dispatcher II, CHP
1670	Communications Operator, Dept. of Parks and Recreation

## Attachment C

Effective July 1, 2008, the top salary for the following classes will be raised 10 percent (by adding two steps to the current pay ranges). To advance to the next step, an employee must be at their current step for at least 12 qualifying pay periods (as defined in DPA Rules 599.682(b) and 599.687).

8005	Fish and Game Patrol Lieutenant
8421	Fish and Game Warden, Dept. of Fish and Game
8486	Fish and Game Warden, Cadet
8482	Special Agent, DOJ
8524	Special Agent Supervisor, DOJ
8514	Special Agent Trainee, COJ
0983	State Park Ranger
1915	State Park Ranger Cadet
1916	State Park Cadet (Lifeguard)
0992	Lifeguard <sup>4</sup>

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<sup>4</sup> Refers to permanent class in which incumbents are trained and designated as sworn State park peace officers.